

15 FAM 940 EMPLOYEE RIGHTS AND RESPONSIBILITIES

(CT:OBO-43; 02-28-2014)
(Office of Origin: OBO)

15 FAM 941 EMPLOYEE RIGHTS

(CT:OBO-43; 02-28-2014)

Employees abroad have the right to:

- (1) Have access to copies of the *Department of State's* safety and occupational health policy, program standards, and injury or illness statistics;
- (2) Comment on occupational safety and health standards and injury and illness statistics;
- (3) Request inspections of workplaces that they believe to be unsafe or unhealthful, without fear of reprisal; and
- (4) Appeal to the *Office of Safety, Health, and Environmental Management, in the Directorate for Operations, in the Bureau of Overseas Operations* (OBO/OPS/SHEM) if they disagree with the final disposition by the post concerning working conditions reported as unsafe or unhealthful.

15 FAM 942 EMPLOYEE RESPONSIBILITIES

(CT:OBO-43; 02-28-2014)

Each employee must comply with the policies in 15 FAM 900, follow prescribed personal safety and health practices, and advise supervisors of any unsafe or unhealthful working conditions. If satisfactory action is not obtained after reporting a hazard to a supervisor, the employee should report the hazard in writing to the post occupational safety and health officer (POSHO) who will investigate and ensure that appropriate actions are taken. The POSHO will forward a copy of the hazard report to the *Department of State's* Safety, Health, and Environmental Management (SHEM) *Office Director*.

15 FAM 943 EMPLOYEE PROTECTION FROM REPRISAL

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- a. No employee may be subject to restraint, interference, coercion, discrimination,

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U.S. Department of State Foreign Affairs Manual Volume 15
Overseas Buildings Operations

or reprisal for filing a report of an unsafe or unhealthful working condition, or for other participation in the occupational safety and health program activities. Employees have the right to decline to perform a task because of a reasonable belief that, under the circumstances, the task poses an imminent risk of death or serious bodily harm, coupled with a reasonable belief that there is insufficient time to seek effective redress through normal hazard reporting and abatement procedures.

- b. *In some circumstances, allegations* of reprisal *may* be *raised through* the *Department of State's* grievance procedures (*see <http://intranet.hr.state.sbu/EmployeeRelations/Grievance/Pages/default.aspx>*), an applicable negotiated grievance procedure, *or* to *the U.S. Office of Special Counsel*.

15 FAM 944 THROUGH 949 UNASSIGNED